

**Minutes  
Council on Postsecondary Education  
Committee on Equal Opportunities  
May 14, 2012**

The Committee on Equal Opportunities met May 14, 2012, at the Council office in Frankfort, KY. Chair Joseph S. Weis presided.

**ROLL CALL**

Members present: Joseph Weis, Kim Barber, JoAnne Bland, Jerome Bowles, Juan Castro, Dennis Jackson, John Johnson, Willis Polk, Wendell Thomas, and David Welch.

Lisa Osborne, Carl Rollins, and Kirby O'Donoghue did not attend.

**COMMENTS BY ROBERT L. KING, CPE PRESIDENT**

Council on Postsecondary Education President Robert L. King provided opening remarks to the CEO.

**APPROVAL OF MINUTES**

The revised minutes from the October 2011 meeting were reviewed. A motion was made by Mr. Willis Polk to accept the minutes. Mr. Bowles seconded the motion.

Members of the CEO were asked to review the meeting minutes from the March 2012 meeting. Ms. JoAnne Bland made a motion to accept the minutes. Mr. Dennis Jackson seconded the motion.

**ASSESSMENT OF  
INSTITUTIONAL DIVERSITY  
PLANS**

Dr. Rana Johnson presented a summary of the proposed evaluation outline that may be used to assess progress made by the institutions, in pursuit of the goals and objectives established in their 2010-15 Institutional Diversity Plans. One institutional representative indicated that the outline was not included in the original CPE posting with the agenda materials. Council staff confirmed that the information was forwarded to the CPE technology department, a week prior to the meeting, and was informed that all materials would be posted to the CPE website. Other EEO representatives indicated that they also had problems accessing the link. Council staff assured the EEO representatives that future links will be examined carefully before they are posted on the CPE website.

Several institutional representatives indicated that the outline would result in a great deal of work for the institutions. Dr. Aaron Thompson, Senior Vice President for Academic Affairs, discussed the difference between the evaluation for the Degree Program Eligibility, in comparison

to the self-evaluation for the institutional diversity plans. Dr. Thompson explained that there are two methods to report: quantitative, and qualitative. He further explained that much of the information already exists. The Degree Program Eligibility evaluation is conducted by Council staff, and includes, quantitative data. The institutional self-studies may include both quantitative and qualitative information.

One CEO member stated that they were concerned with IV in the proposed outline: The identification of measures used by the CET to determine its success/describe the process for the CET establishing its assessment plan. Additionally, the CEO member also discussed reservations with the term, "other." Council staff addressed the concerns.

Several members were new to the CEO, and indicated that they had not read the institutional diversity plans. Dr. Johnson reminded the members that the orientation packet included a link to the CPE website to review the documents online. Mr. David Welch suggested that Council staff make copies of the institutional plans, if the Commonwealth can afford to do so, and forward them to the new members. Mr. Sherron Jackson, Vice-President for Finance, stated that the links were originally provided to the new members to save the Council printing expenses. Council staff agreed to forward copies of the institutional plans to the new members. Copies of The Harvard Diversity Study will also be forwarded to the members. ECU requested that Council staff check to determine whether their final diversity plan was placed on the CPE website. Council staff agreed to check on the ECU plan.

Council staff and EEO representatives engaged in a lengthy discussion regarding the proposed outline. Dr. Johnson will revise the document and forward it to the EEO representatives, and the CEO members, for comment. KCTCS administrators expressed concern regarding the time line of the outline, and the recommended date the report should be forwarded to the Council office. Dr. Thompson stated that Council staff will collect comments and suggestions from the revised outline, and discuss the document at the retreat.

Chair Joe Weis stated that a great deal of information in the proposed outline was included in the Council's Strategic Agenda. Both CEO members and EEO representatives discussed the acronyms, as well as fiscal year data, expected to be included in the report. Mr. Jackson stated that the fiscal year begins July 1 of each year, and ends on June 30 the next year. Dr. Johnson indicated that a list of acronyms, as well the definition of "fiscal year," would be forwarded to all CEO members, as well as EEO representatives, in the next week or two.

Council staff also responded that the timeline to receive information to

forward to the CEO, to include in the Retreat Agenda, would be June 18, 2012.

## CEO RETREAT AND PLANNING

Dr. Johnson and Dr. Thompson discussed prospective topics to include in the CEO Retreat Agenda. Topics for consideration include: The history of the CEO /role of the CEO, assessment of institutional diversity plans, communication between CEO members and EEO representatives, campus visits, and the significance of diversity in the workforce, and across the Commonwealth.

One member suggested that the CEO discuss transgender and protected classes in higher education. Another member indicated that campus visits should continue, and encouraged every CEO member to participate/observe the institutional visits. He also indicated that he would like to engage in a brief discussion of the protected classes, during the retreat. Mr. Wendell Thompson indicated that he would not participate in campus visits in the future.

Mr. Welch expressed concern that Ms. Kirby O' Donohue had not attended any CEO meeting. He stated that she attends the CPE meetings, but does not attempt to participate in the CEO meetings; he further stated that the student representative should participate in the CEO meetings. Council staff confirmed that Ms. O' Donohue had not attended any CEO meeting, and agreed to note Mr. Welch's concern in the meeting minutes.

Dr. Johnson stated that the retreat would be held at the Kentucky State University Research Farm. The CEO members would meet from 9 am – 2 pm, followed by a reception for the CEO/EEO representatives, from 2-3 pm. Both the EEO representatives and the CEO members will engage in a discussion from 4-6 pm. No action item is required for the CEO retreat.

## INFORMATION ITEM: 2012-13 TUITION AND MANDATORY FEE RECOMMENDATION

Dr. Johnson noted the information item that was presented at the April 2012 CPE meeting, (page 17 of the CEO agenda book), and noted the 4%, 5%, and 6% base rate increases that took place at the KCTCS, comprehensive, and research institutions, respectively.

## WAIVERS OF KRS 164.020(19)

No institution requested a waiver.

STATEWIDE DIVERSITY  
PLANNING AND  
SUPPORT PROGRAMS

Dr. Johnson highlighted several diverse activities scheduled to take place in June 2012. The GMSCPP Statewide Conference will be hosted by the University of Louisville, June 5-6, at the Belknap Campus. Students will participate in STEM-H hands-on activities, to encourage them to pursue degrees and careers in the STEM-H fields.

The Academically Proficient High School Jr/Sr Diversity Conference will be hosted by Western Kentucky University, June 15-16, 2012. Approximately 150 students and parents are expected to participate.

INSTITUTIONAL  
REPORTS

Each of the EEO representatives provided an update on diversity activities/events at their respective campuses.

OTHER BUSINESS

No other business.

NEXT MEETING

The next regularly scheduled meeting will take place Monday, October, 2012, 9:00 a.m. (ET) in Frankfort, Kentucky.

ADJOURNMENT

The meeting adjourned at approximately 1:45 p.m.